# U. S. Army Soldier Support Institute/ AG School

Personnel Services Delivery Redesign (PSDR)













# Process Centralized Promotion/Selection Boards















# Terminal Learning Objective

ACTION:	Process Centralized Promotion/Selection Board for senior enlisted
CONDITIONS:	In a classroom environment given access to AR 600-8-19 (Enlisted Promotions), Slides, MILPER Promotion Messages.
STANDARDS:	Processing centralized promotion selection boards for senior enlisted soldiers





### References

- AR 600-8-19 Enlisted Promotions and Reductions (dated 10 Jan 06)
- MILPER Messages
- Online Resources





### **Outline**

- Centralize Enlisted Boards
- Objectives of the Centralized promotion System
- Promotion Board Notification
- Board Announcement
- STAB (Standby Advisory Boards)





#### **CENTRALIZED ENLISTED BOARDS**

#### **CENTRALIZED SELECTION BOARDS MISSIONS: (Chap 4)**

- -SGM, MSG, SFC
- **-CSM APPOINTMENT**

#### **ADDITIONAL MISSIONS:**

- -QUALITATIVE MANAGEMENT PROGRAM (QMP)
- -- CURRENTLY SUSPENDED
- -STANDBY ADVISORY BOARDS (STAB) (Chap 4 para4-14)
- -- SOLDIER INITIATED
- -- COMMAND INITIATED
- -- DA INITIATED











### OBJECTIVES OF THE CENTRALIZED PROMOTION SYSTEM

- Meet Army authorization by-grade and MOS requirements
- Fill authorized enlisted vacancies with the best qualified soldiers
- Ensure selection is based upon impartial consideration of all eligible soldiers in the board announced zone
- Provide career incentive
- Promote NCO's based upon potential, not past performance











#### PROMOTION BOARD NOTIFICATION

# HRC BOARD ANNOUNCEMENT MESSAGES

- Dispatched 120 days prior to board
- Announces promotion (Zones of Considerations)
- Highlights administrative procedures











#### **BOARD ANNOUNCEMENT**

- -Bde dispatched board announcement to the field
- Bde produces a query of soldiers that's in the Zone for considerations by names to the Bn
- Bn screens the queries and disseminate it to the Co
- Bn ensure all eligible soldier update their records
- Bn will make corrections and update soldier's ERB thru EMILPO
- Bde will forward soldier documents to EREC
- Its each soldier responsibility to review his or her ERB and validate their OMPF





#### **Standby Advisory Board (STAB)**

Processing a request for Standby Advisory Board consideration fall under Section IV Chap 4-14 AR 600-8-19

Battalion S1 will prepare request for STAB consideration

Bde S1 verify eligibility per STAB consideration per regulation and forward it to HRC

The Bde will receive response from HRC and forward to Bn S1

Bn S1 will advise the soldier of results of request





# FY 2005 Army Standby Advisory Board (STAB) Total Submitted: 379

Disapproved: 144/38% did not meet requirement

Selected: 21/6%

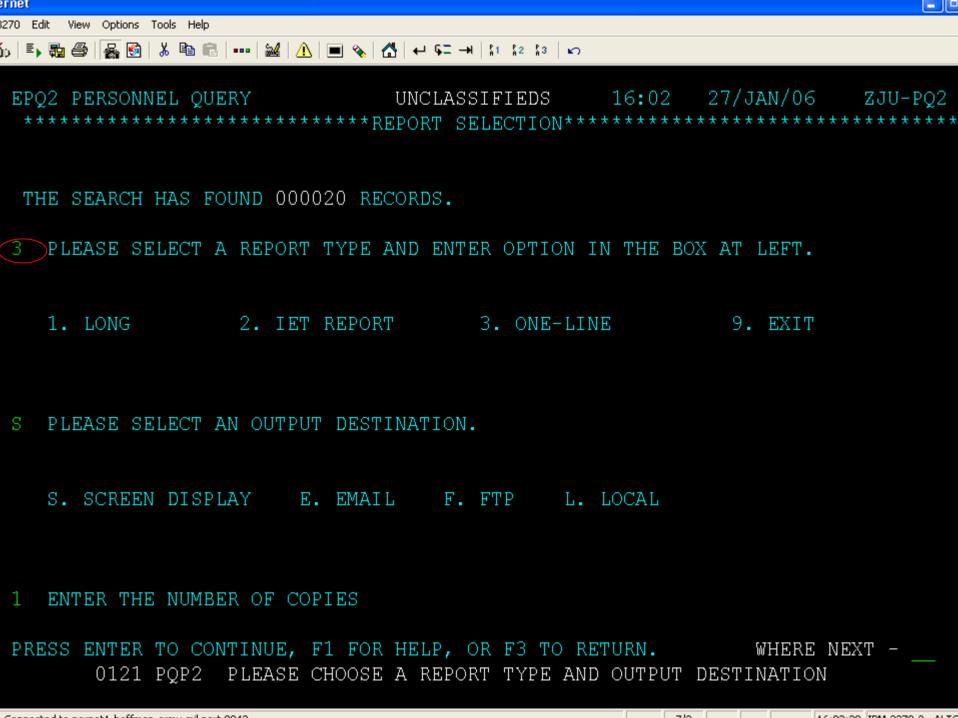
Non Selected: 26 /7%



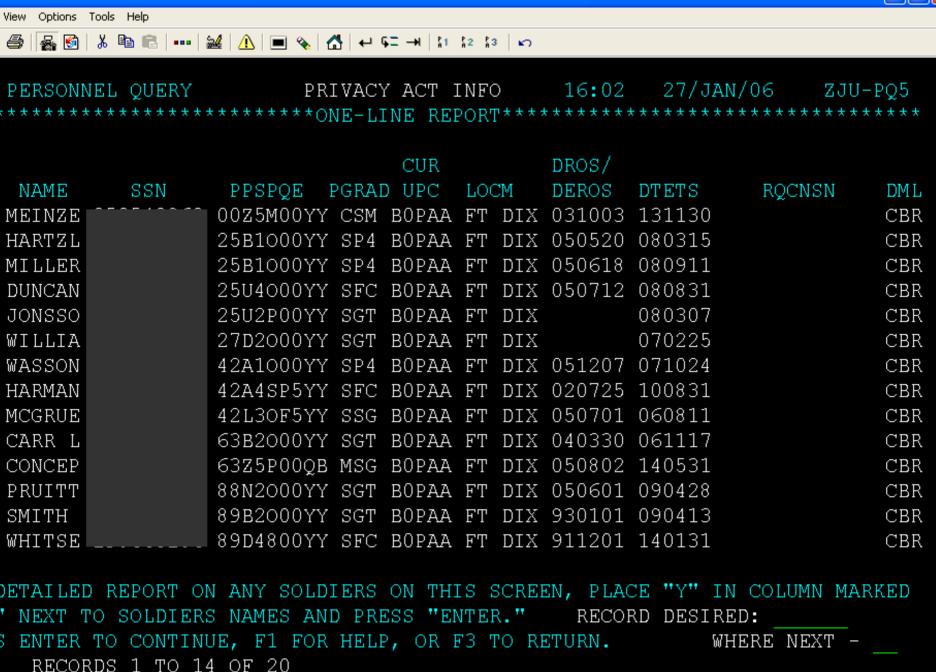




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# Questions





# Terminal Learning Objective

ACTION:	MANAGE OFFICER PROMOTIONS/CENTRALIZED PROMOTION
CONDITIONS:	In a classroom environment given access to AR 600-8-29 (Officer Promotions), MILPER Promotion Messages
STANDARDS:	Identified procedures for decentralized officer promotions, and procedures for the centralized Officer Promotion Management System (OPMS) managing officer's promotion.





### References

- AR 600-8-29 Officer Promotions (25 Feb 05)
- MILPER Messages
- Online Resources





### **Outline**

- Purpose and Types of Promotion Systems
- Promotion Management
- eMILPO WEB Demonstration
- Non-Select for Promotion
- Centralized Promotions
- Other Promotion Guidelines
- Sources of Promotion Information





### Purpose of Officer Promotions

- ◆ Ensure Best Qualified Advance
- Provide Career Incentive Based on Potential
- Not Promote officer if Ineligible

Reference: Para 1-1





## **Promotion Systems**

- Decentralized
  - Promotion to 1LT and CW2
  - Approve by CDRs of grade LTC or higher
- Centralized
  - Promotion to grades CPT to MG
  - Promotion to grades CW3 to CW5
  - Conducted by convening boards at DA
- Presidential Appointment
  - Promotion to LTG and GEN

Reference: Para 1-7 & 1-9b





### **Promotion Management**

- Promotions via web-based application on eMILPO
- Direct access for promotion authorities & authorized representatives
- View eligible officers 2 months prior to promotion effective dates thru eMILPO
- Must have an AKO account to access promotions application
- Promotion is automatic unless actively precluded by COC (effective Jan 04)





### **Promotion Management**

- Automatic updates include:
  - TAPDB & DFAS
  - Generates a promotion order
    - ◆ Sent directly to officer's OMPF
    - ◆ Retrievable thru TOPMIS II or eTOPMIS
- Flagged officers (per AR 600-8-2)
  - Identified on web application
  - Automatically disapproved for promotion
- Eligible for promotion after lifting flag in eMILPO & processing update thru TAPDB





## **Promotion Management**

 Bn CDRs have the ability to monitor promotion submissions for all their units serviced

 The web base applications eliminates all paperwork, except for non-selects

Promotion authority must still fill out a DA Form 78-R for non-selects

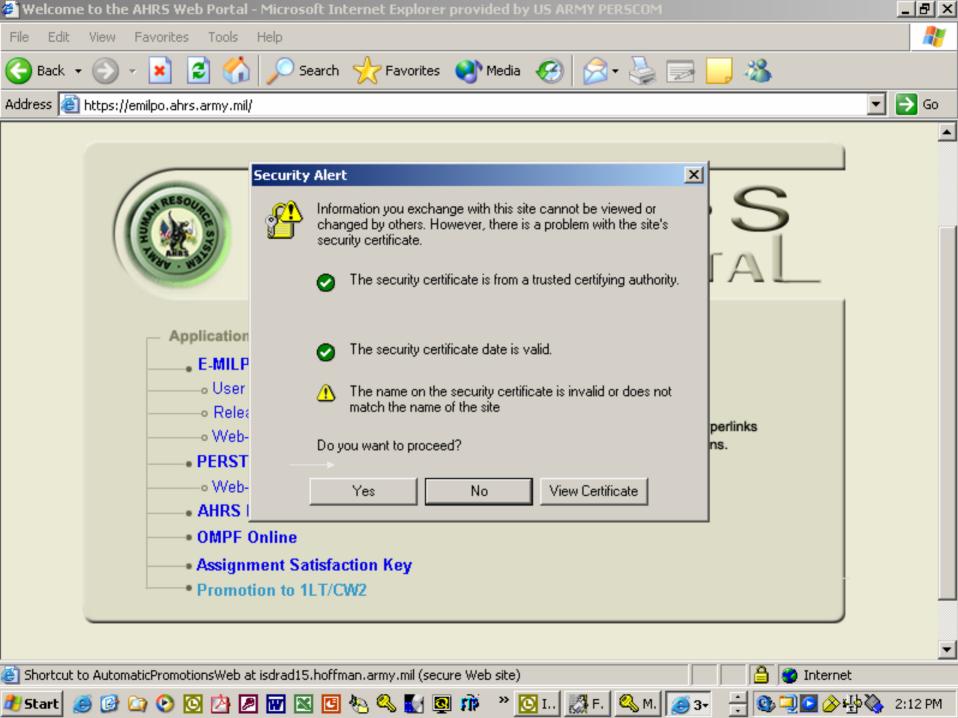


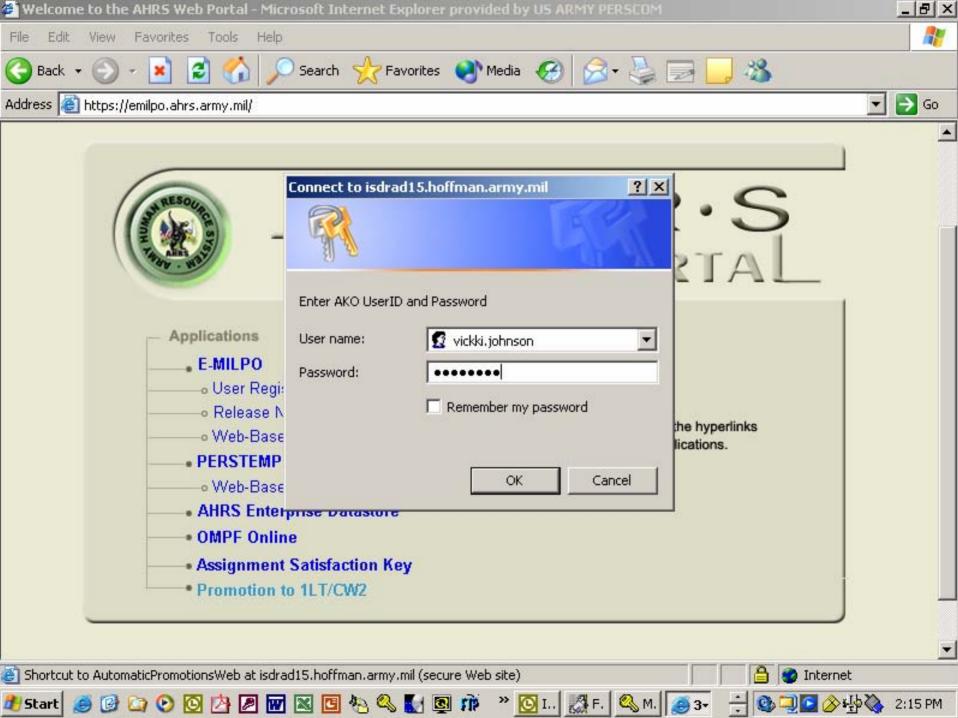


### **Automated Procedures**

- Log on to https://emilpo.ahrs.army.mil
- Enter AKO User ID/Password
- Under "Applications," click on "Promotions to 1LT/CW2"
- Re-enter AKO User ID/Password
- Automated Junior Promotion Menu appears











#### PROMOTIONS TO 1LT 🔳 /CW2 📳

📒 Local intranet



Commander's Reminder - Microsoft Internet Explorer

Commander's Reminder

You have not assigned a command representative to approve candidates on your behalf.

To do this:

Click OK, and go to Assign/Remove Command Representatives

Done

























ess 🎒 http://d6412:8080/AutomaticPromotionsWeb/AdminInfoServlet?action=FirstTime





#### PROMOTIONS TO 1LT 🔳 /CW2 🔢



view Promotions Data

Personnel Administration | Home

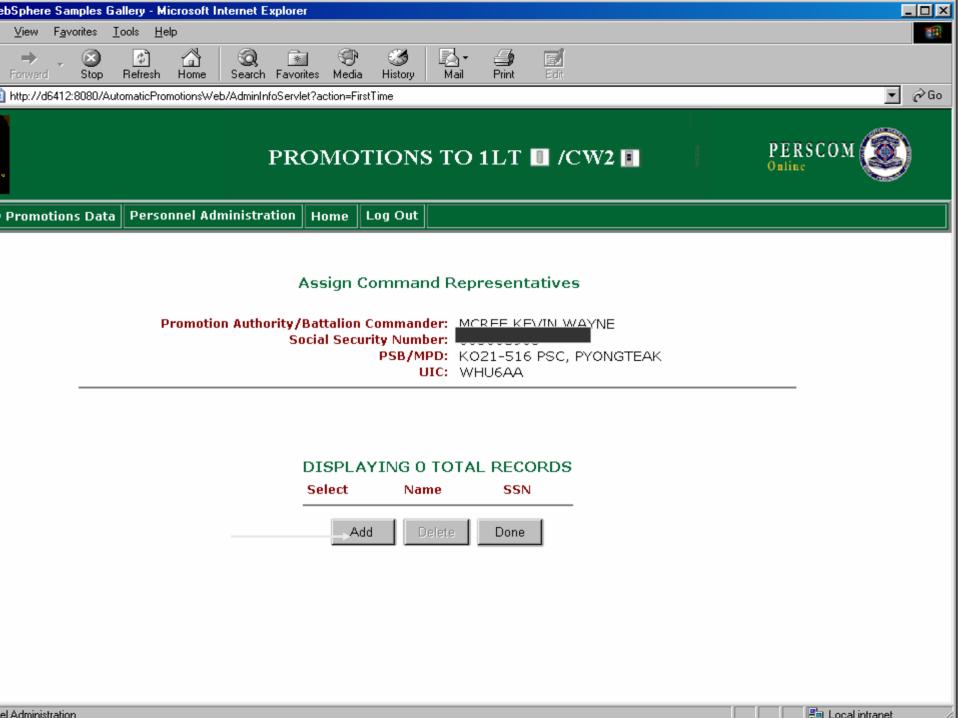
Log Out

As the Promotion Authority/Battalion Commander you can:

**PSB Review** Review Promotions Data Assign/Remove Command Representative

Allows you to assign/remove personnel to approve/disapprove promotions on your behalf.

Privacy & Security





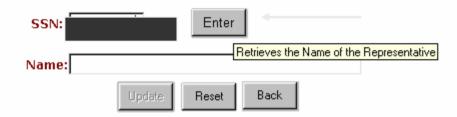
Promotion Authority/Battalion Commander: MCREE KEVIN WAYNE

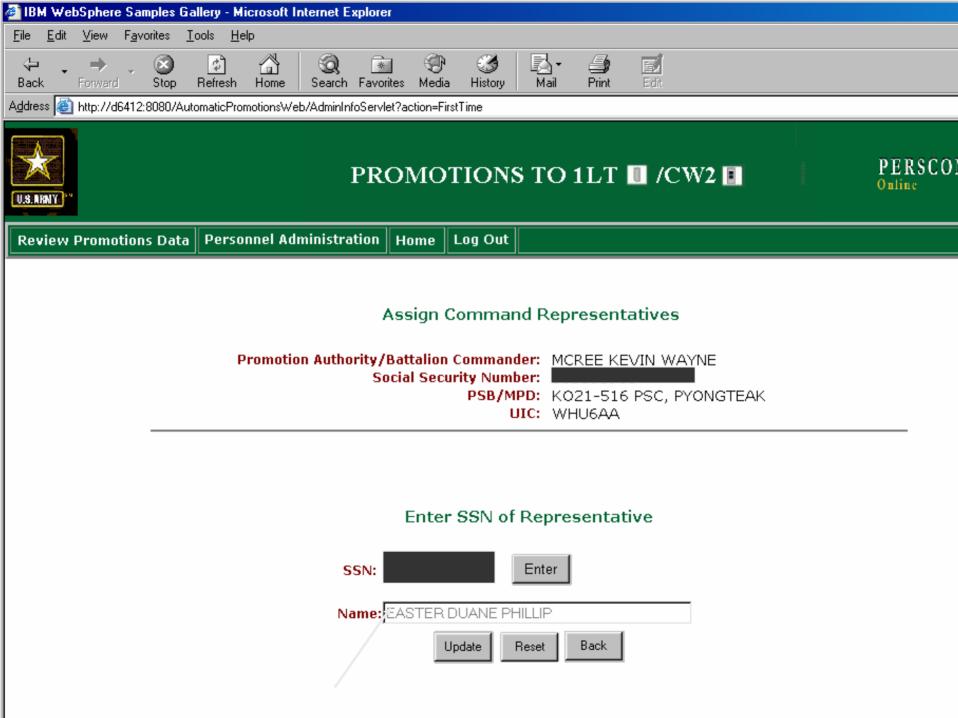
Social Security Number:

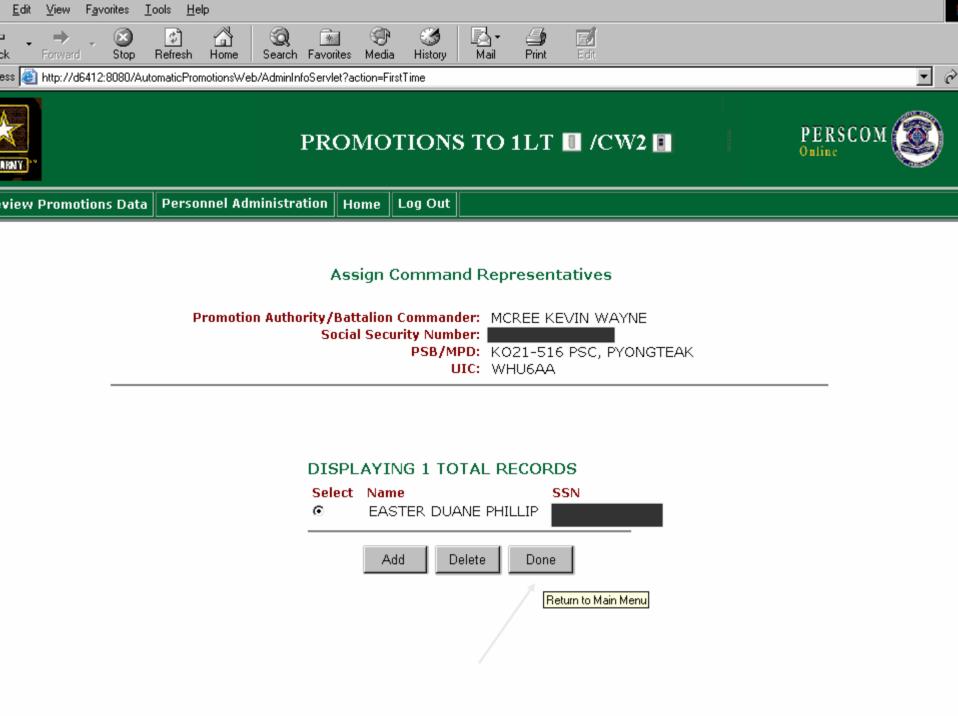
PSB/MPD: KO21-516 PSC, PYONGTEAK

UIC: WHU6AA

#### Enter SSN of Representative



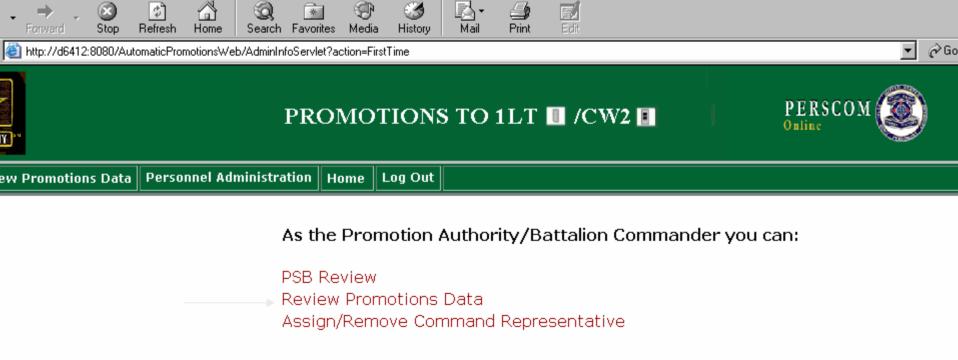






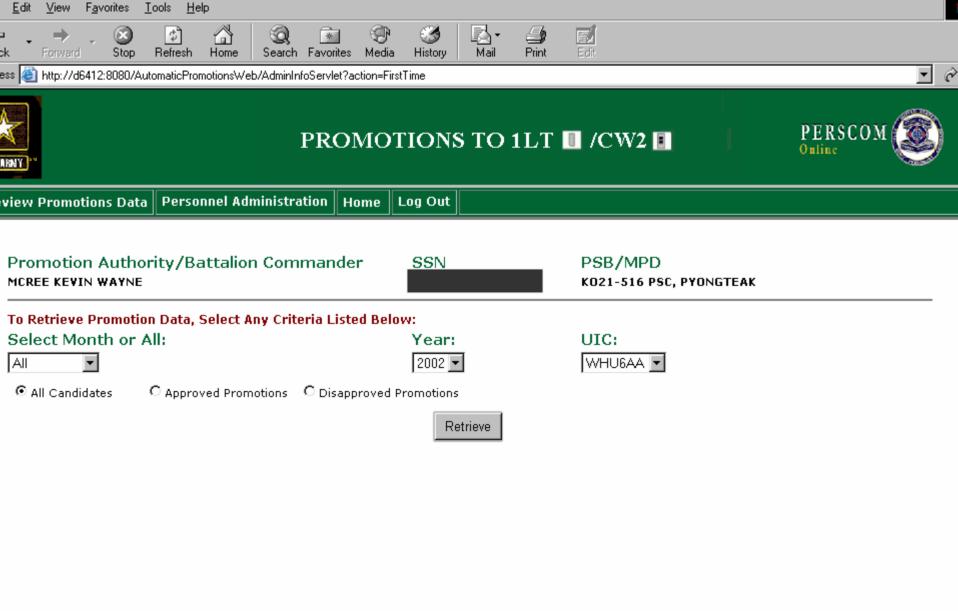


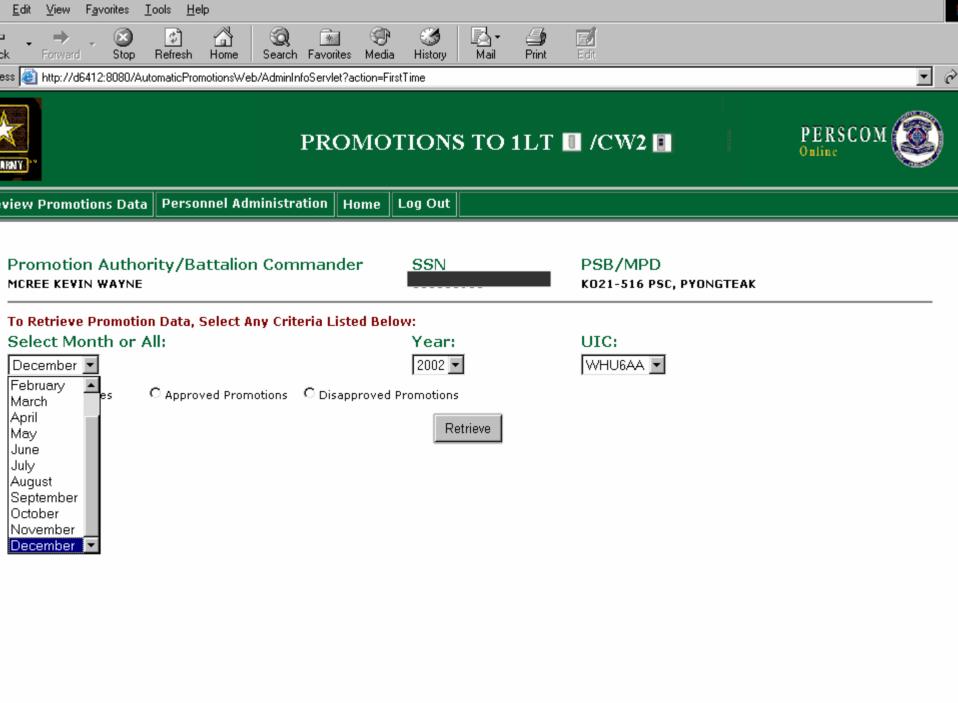
## **REVIEW PROMOTIONS DATA**

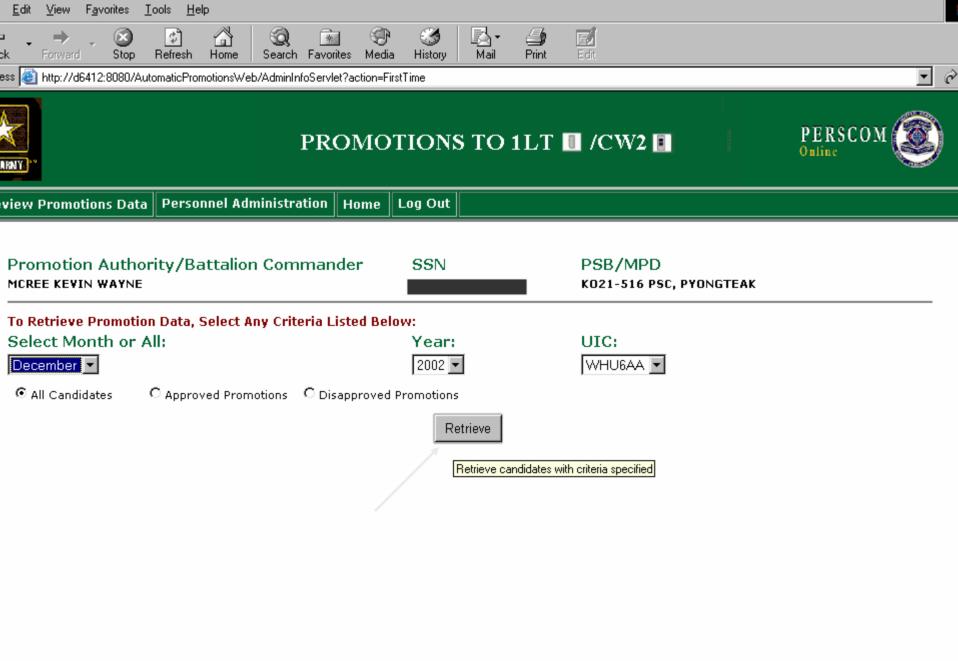


Favorites Tools Help

Privacy & Security









#### PROMOTIONS TO 1LT II /CW2 II



view Promotions Data | Personnel Administration | Home | Log Out Promotion Input Must Be Submitted No Later Than The 20th of November Promotion Authority/Battalion Commander SSN PSB/MPD **KO21-516 PSC, PYONGTEAK** MCREE KEVIN WAYNE To Retrieve Promotion Data, Select Any Criteria Listed Below: Select Month or All: UTC: Year: Iaii 2002 🕶 WHU6AA 🔻 C Approved Promotions C Disapproved Promotions • All Candidates Current Listing: All Candidates for Month December Year 2002 UIC's WHU6 Page Number 1 Pages Available: 12 Promotion Promotion Flagged MPCAD Disapprove Remarks Name SSN **Effective** HIC Approval Date Displaying 1 - 20 of 26 total records found 12/02/2002 WHU6AA RANKIN ADAM D 0 Disapproved V VALAINIS JOHN A 12/02/2002 0 WHU6AA П Г WHU6AA FISHMAN JOSHUA M 12/02/2002 LOWRANCE STEPHANIE LYNN 12/02/2002 Г WHU6AA П 0 12/02/2002 WHU6AA PARK SANG Y 12/02/2002 0 WHU6AA THOMPSON CRAIG R  $\Box$ KIM YUNG J 12/02/2002 О WHU6AA  $\Box$ 12/02/2002 О WHU6AA MITCHELL MONICA S  $\Box$ 



#### PROMOTIONS TO 1LT 🔳 /CW2 💵



view Promotions Data | Personnel Administration | Home | Log Out

Candidate Disapproval Justification

Promotion Authority/Battalion Commander

MCREE KEVIN WAYNE

SSN

PSB/MPD

**KO21-516 PSC, PYONGTEAK** 

In accordance with DODD 1320.10, a 2LT not recommended for promotion will be retained for evaluation six months after promotion eligibility date (PED), unless their retention is inconsistent with good order and discipline as determined by the approval authority and/or promotion review authority. If after the six-month retention period the officer is still not qualified for promotion to 1LT, then the officer is released from active duty in accordance with AR 600-8-29, not later than 90 days after notification of pending separation.

Candidate: VALAINIS JOHN A

SSN:

MPCAD: O

**UIC: WHU6AA** 

Promotion Eligibility Date: 12/02/2002 Promotion Effective Date: 12/02/2002

Disapprove Reason Code: | - No Selection -

 No Selection – ADVERSE ACTION

ELIMINATION - FIELD INITIATED

REMOVAL FROM A SELECTION LIST - FIELD INITIATED

REFERRED OFFICER EVALUATION REPORT

Remarks: SECURITY VIOLATION

REMOVAL FROM SELECTION LIST - HEADQUARTERS DA INITIATED

HQDA DIRECTED REASSIGNMENT (ADVERSE ACTION)

PUNISHMENT PHASE (ADVERSE ACTION) ARMY PHYSICAL FITNESS TEST FAILURE

IENTRY INTO WEIGHT CONTROL PROGRAM

Save

Cancel

Back



#### PROMOTIONS TO 1LT **II** /CW2 **II**



view Promotions Data | Personnel Administration | Home | Log Out

#### Candidate Disapproval Justification

Promotion Authority/Battalion Commander

MCREE KEVIN WAYNE

SSN

PSB/MPD

**KO21-516 PSC, PYONGTEAK** 

Back

In accordance with DODD 1320.10, a 2LT not recommended for promotion will be retained for evaluation six months after promotion eligibility date (PED), unless their retention is inconsistent with good order and discipline as determined by the approval authority and/or promotion review authority. If after the six-month retention period the officer is still not qualified for promotion to 1LT, then the officer is released from active duty in accordance with AR 600-8-29, not later than 90 days after notification of pending separation.

Candidate: VALAINIS JOHN A

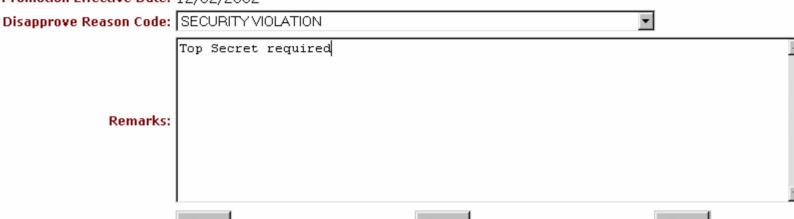
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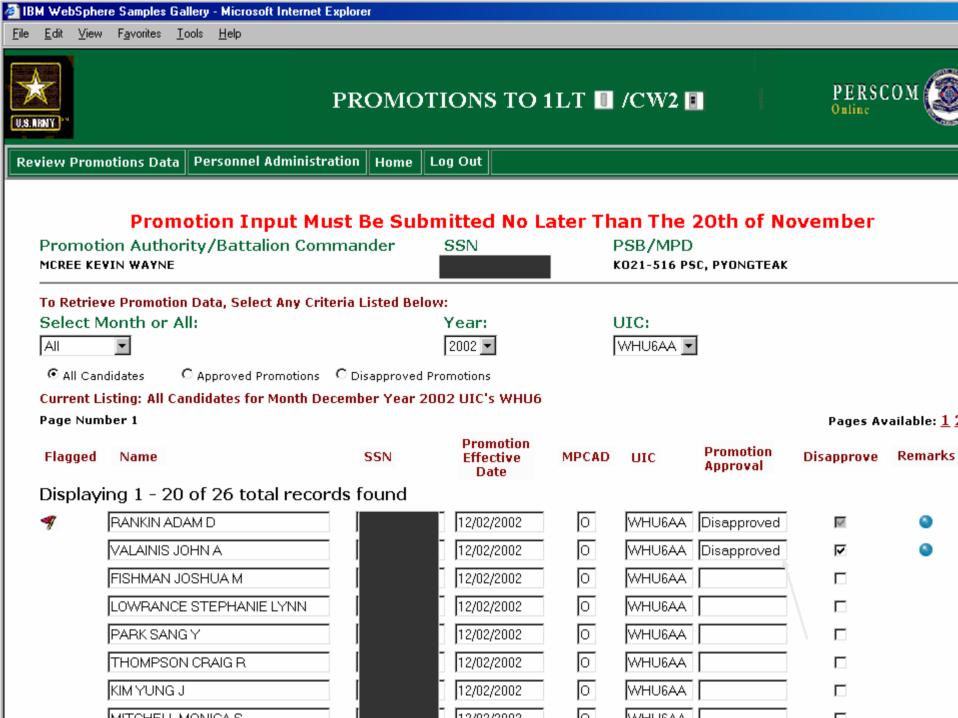
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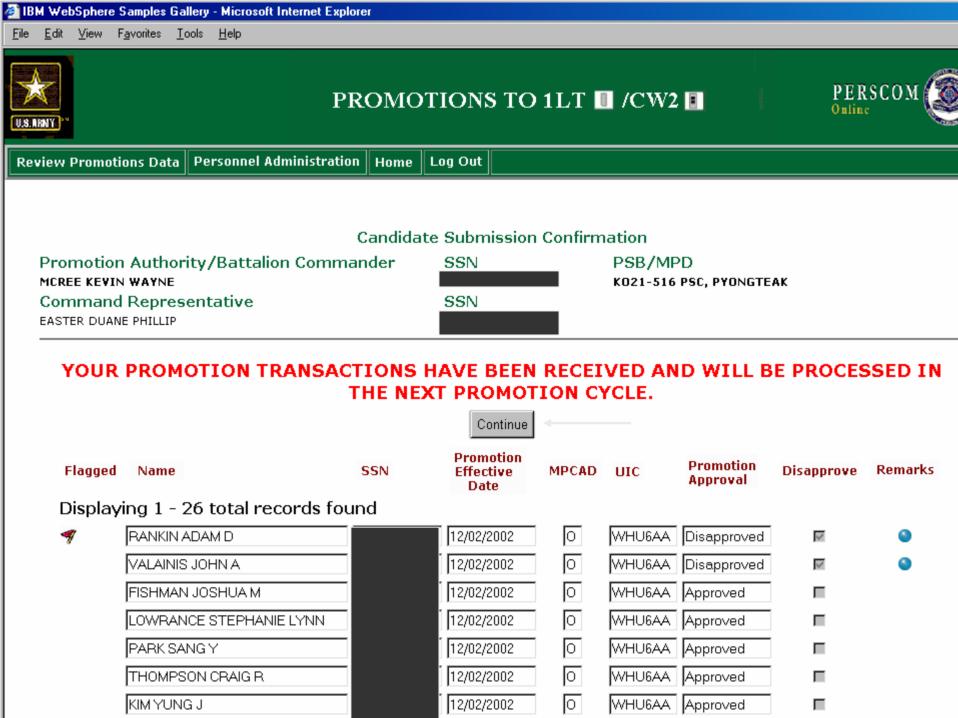
**UIC: WHU6AA** 

Promotion Eligibility Date: 12/02/2002 Promotion Effective Date: 12/02/2002



Cancel









## Non-Select for Promotion

### ◆ To 1LT

- 6 month evaluation period if a potential for promotion exists
- Separate within 90 days if performance determined <u>inconsistent with good order</u> and <u>discipline</u>

### ◆ To CW2

Separate within 90 days

## Exceptions (AR 635-100 / 635-120)

- Revert to enlisted rank if statutory requirement
- If 2 years from retirement REFRAD

Reference: Para 3-5g & MILPER 02-022



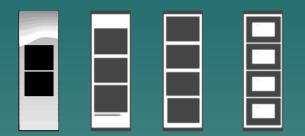


## Questions



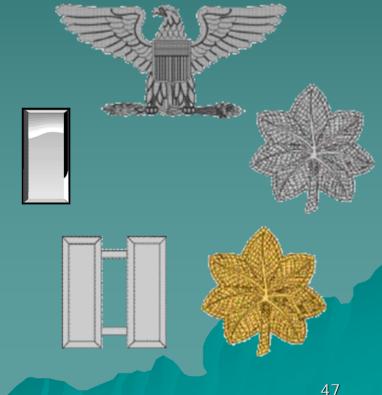


## Centralized Promotion System



**Warrant Officer** 

Commissioned Officer







# Key components of the Centralized Promotion System

- Centralized Promotion System
- Promotion Eligibility
- Approval Authority
- Promotion Zones
- Non-Selection
- Promotion Ceremonies





## Centralized Promotion System

- Board convenes to determine individuals selected for promotion
  - Separate board for each competitive category and grade
  - Composed of at least 5 active duty officers
  - Senior in grade to those under promotion consideration
  - Representation from each category under consideration
- Annual schedules published by HRC
  - MILPER Messages
  - HRC Web Page

Reference: Para 1-30, 1-31 & handouts





## **Promotion Eligibility**

- Determined by Army G1 (Formerly DCSPER)
- Approved by Secretary of the Army (SA)
- Eligibility is based on
  - Active Date of Rank (ADOR)
  - -Time in Grade (TIG)

Reference: Para 1-10b





## **Approval Authority**

- Secretary of Defense approve/disapprove promotion board reports
- Secretary of Army (SA) approve/disapprove promotion board reports for:
  - Warrant Officer promotions
  - Selective continuation boards
  - Promotion review boards
- Senate confirmation required for promotions to MAJ and above

Reference: Para 1-11





## **Promotion Zones**

## "BELOW THE ZONE"

1st Time – Only Selected Officers
Applies to CW3-CW5 and MAJ-COL
(ahead of peers)

## "IN THE ZONE"

2d Time – (Normal Career Progression)

## "ABOVE THE ZONE"

3d Time - (Last Chance)

Reference: Para 1-34





## **Promotion Ceremonies**

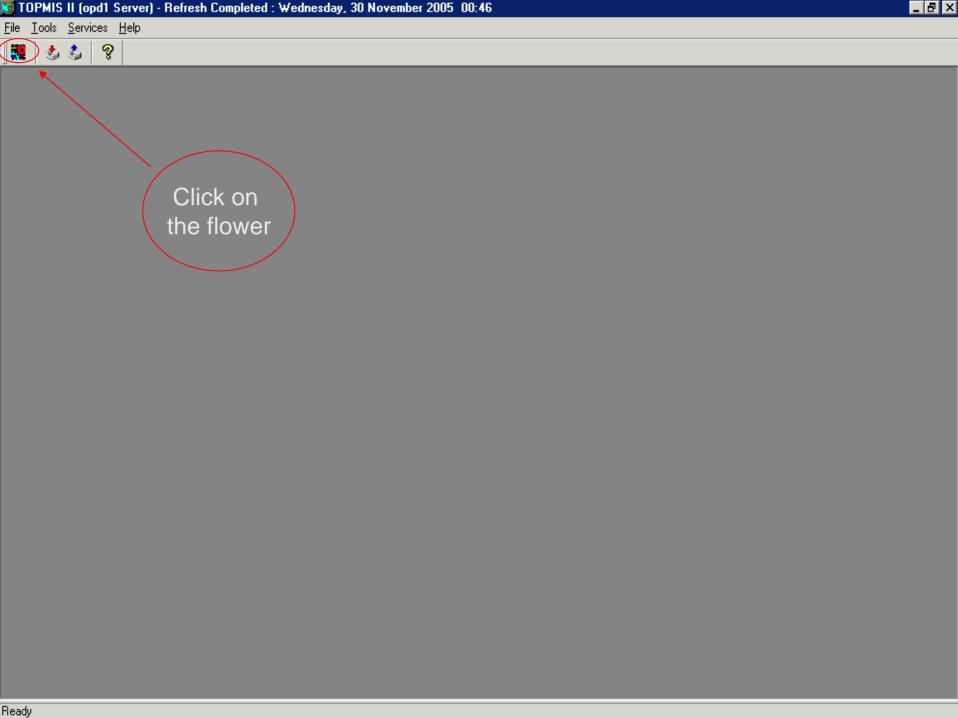
- Conducted on effective date of promotion
- Conducted prior to effective date when:
  - Occurs on weekend or national holiday
    - ◆ Promote last duty day before effective date
  - Occurs when on leave or en route to new duty (not TDY)
    - ◆ Promote on last duty day in unit if within 15 days of effective date
- Bn produce promotion certificates –
   (DD Form 1A)

Reference: Para 1-24

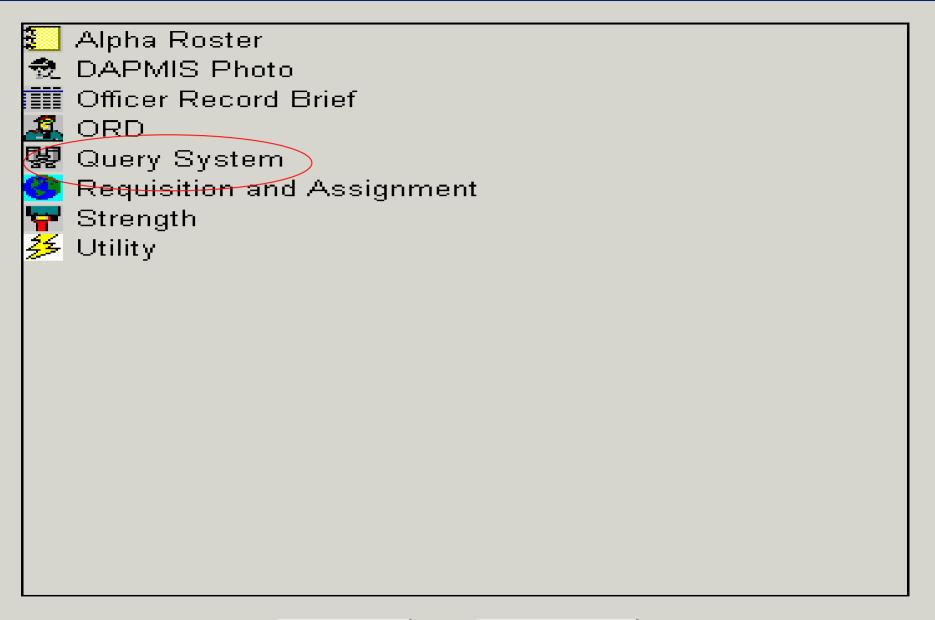




## QUESTIONS



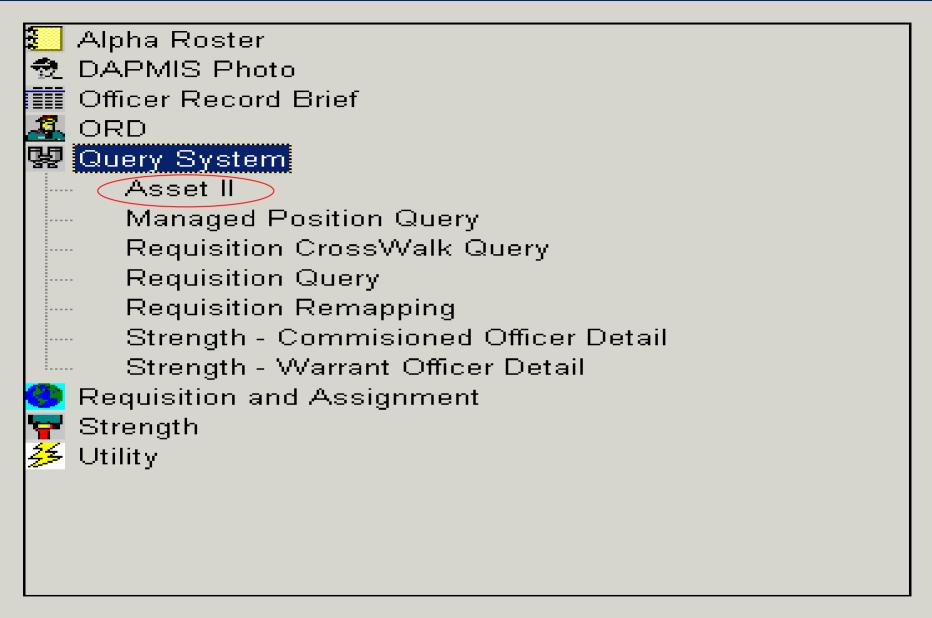
#### Select Application Service



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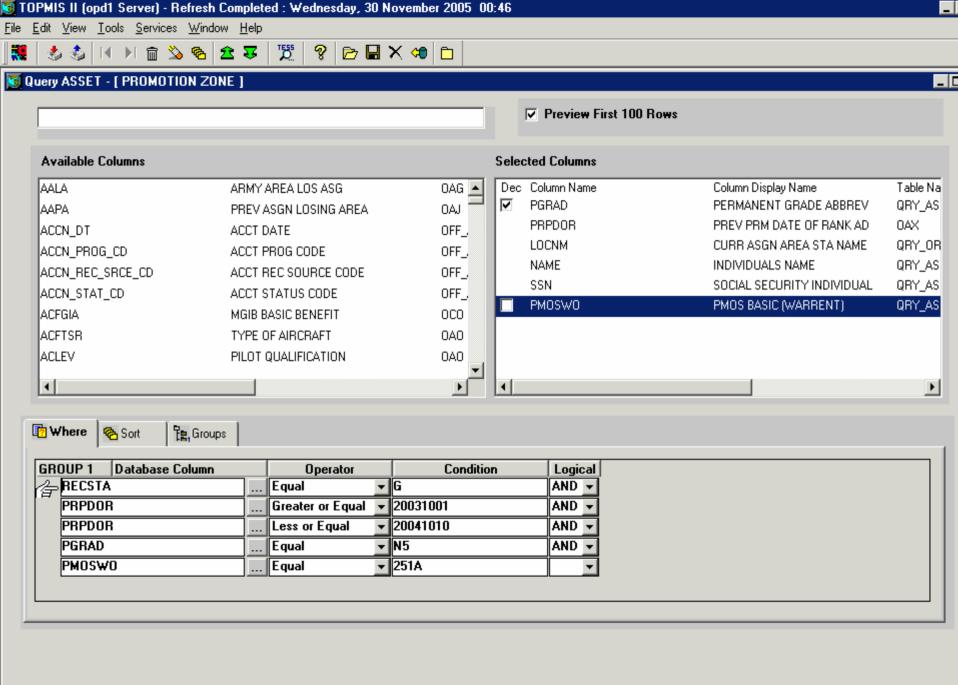
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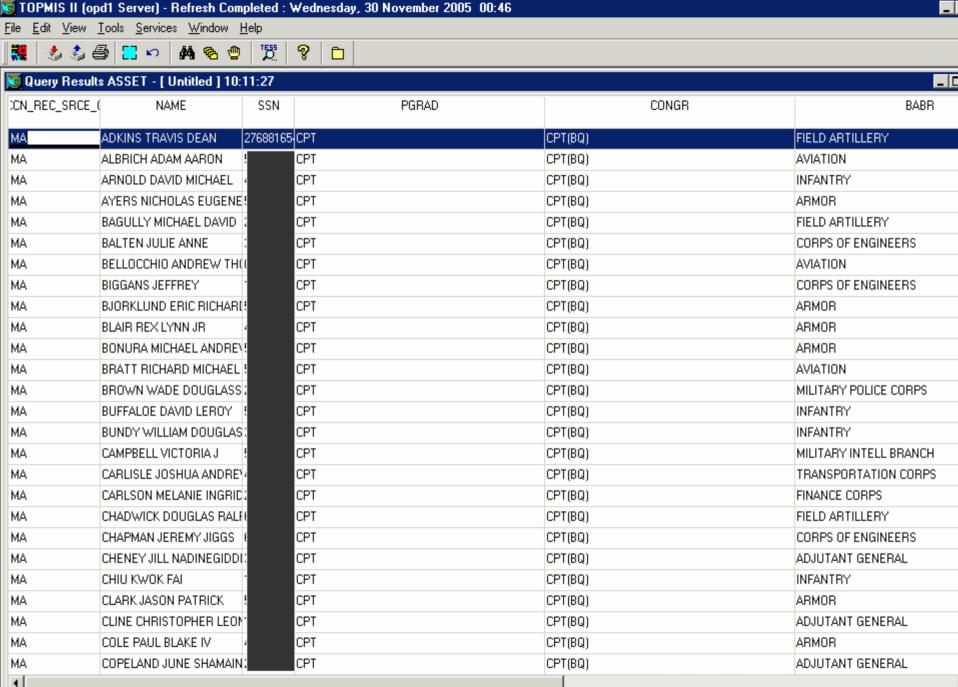
#### Select Application Service



OK

<u>C</u>ancel





358 master records found.





# New Organizational Training Team (NOTT)



Practice Exercise
For
Centralized Promotion





Which of the following are selected by the centralized promotion system?

- A. Major Generals
- -B. First Lieutenants
- -C. Chief warrant officer Two
- -D. Generals





Which of the following are selected by the centralized promotion system for enlisted?

- A. Sergeant First Class
- -B. Master Sergeant
- -C. Sergeant Major
- -D. All of the above





If a soldier is selected for below-thezone promotion he or she is considered to be promoted:

- A. Ahead of his/her peers
- B. Behind his/her peers
- -C. On time
- -D. None of the above





# Who can approve 1LT and CW2 promotions?

- -A. Company commander
- B. Sergeant major
- -C. Battalion commander
- -D. Platoon leader





To what ranks does the centralized promotion board system NOT apply?

- -A. 1LT, CW2 & MG GEN
- -B. 1LT, CW2 & LTG GEN
- -C. 2LT, WO1 & CPT MG
- -D. CPT GEN & CW2 CW5





- What is the purpose of the officer promotion system?
  - A. Filling authorized spaces with best qualified officers
  - B. Provides for career progression
  - C. Precludes promoting officers who are not eligible
  - -D. All of the above





What are the different Zones for promotion in the officer rank?





– Above the zone

-In the zone

-Below the zone